

## Civil Rights Requirements of Recipients

**IMPORTANT:** ALL RECIPIENTS, REGARDLESS OF THE TYPE OF ENTITY OR THE AMOUNT AWARDED, ARE SUBJECT TO THE PROHIBITIONS AGAINST DISCRIMINATION IN ANY PROGRAM OR ACTIVITY AND MAY BE REQUIRED BY OCR, THROUGH SELECTED COMPLIANCE REVIEWS, TO SUBMIT DATA TO ENSURE THEIR SERVICES ARE DELIVERED IN AN EQUITABLE MANNER TO ALL SEGMENTS OF THE SERVICE POPULATION AND THEIR EMPLOYMENT PRACTICES COMPLY WITH EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS. 28 CFR §42.207 AND §42.301 ET SEQ.

**Regulatory Definition:** Recipient means any state or local unit of government or agency thereof, and any private entity, institution or organization to which Federal financial assistance is extended directly or through such government or agency (i.e., subgrantee or contractor of the recipient agency)...28 CFR § 42.202(n).

### Recipient Must Submit to OCR

Type of Entity	Assurances	Court Findings of Discrimination	EEOP
I. Educational/Medical Non-profit Institutions/Indian Tribes	Yes	Yes	No
II. All other Recipients receiving more than \$25,000	Yes	Yes	No
III. For-profit entities and State and Local Gov't. Recipients receiving \$500,000 or more*	Yes	Yes	Yes

\* Or over \$1 million in an 18-month period

RECIPIENT FACTORS	EEOP REQUIREMENTS
Less than 50 employees	Certification to OCR; not required to maintain EEOP
Less than 3% minority population	Required to maintain EEOP as relates to women
Receives less than \$25,000	Not required to maintain EEOP
Receives more than \$25,000 (excluding Type I entity)	Certification to OCR; must maintain an EEOP on file for possible OCR audit
Receives \$500,000 or more* (only Type III entity)	Must submit EEOP to OCR for approval

\* Or over \$1 million in an 18-month period

This information was provided by the Office of Justice Programs, Office for Civil Rights. For more information please contact or the U.S. Department of Justice – Office of Justice Programs Office for Civil Rights at 202-307-0690 or <http://www.ojp.usdoj.gov/ocr>.